

# Public Works Director

CITY OF MILPITAS, CALIFORNIA

MILPITAS  
CITY  
HALL

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EXECUTIVE SEARCH

## THE COMMUNITY

Located at the southern tip of the San Francisco Bay, the City of Milpitas is a progressive community that is an integral part of the high tech Silicon Valley. With a very diversified resident population of 70,817, Milpitas features quality schools and conveniently located neighborhood parks and shopping centers.

Milpitas is an industrious and well-educated community with an average household income exceeding the County average. The homeownership rate is close to 70% and Milpitas' housing market remains affordable relative to the majority of Santa Clara County.

Milpitas is often called the "Crossroads of Silicon Valley" with most of its 13.63 square miles of land situated between two major freeways (I-880 and I-680), State Route 237, and a County expressway. A new light rail line opened for service in 2004 and together with an extension of BART now in the construction phase, create a transit hub adjacent to the Great Mall facilitating high density transit oriented development with over 1,000 housing units now being built. There are approximately 1,450 acres, or 2.6

square miles designated for various industrial uses. About 113 acres are vacant and available in parcels ranging from 3 acres to 35 acres. There are nine existing industrial parks and 438 manufacturing plants in Milpitas.

An additional 350 acres are dedicated to regional and community retail centers supporting 3.5 million square feet of commercial shops. The Great Mall of the Bay Area is the largest enclosed mall in Northern California, with approximately 1.1 million square feet of leasable space for retail and entertainment operations. Several local shopping centers service regional needs including Asian-oriented retail and services.

The two largest employers in Milpitas are Cisco Systems and KLA-Tencor Corporation, with over 2,000 employees each. Other major employers are SanDisk Corporation; Linear Technology; and Flextronics Inc. Several of these top employers have made the City of Milpitas their corporate headquarters as well. Given the City's desirable location for high-tech industry, the daytime population of Milpitas doubles to 130,000.

Thirty-one community parks are maintained by Milpitas, in addition to one dog park and 20 tennis courts. The City provides a multitude of outstanding recreational opportunities, including aquatics, cultural arts and theater, sports leagues and activities, youth programming and senior activities and services.

## THE ORGANIZATION

Incorporated in 1954, this bustling general-law city is supervised by a council-manager form of government. The Milpitas City Council is the flagship decision-making body that appoints members to many commissions that serve in advisory capacities. The Mayor is an elected position, as are all the council seats. Mayors serve two-year terms; council members have four-year seats.

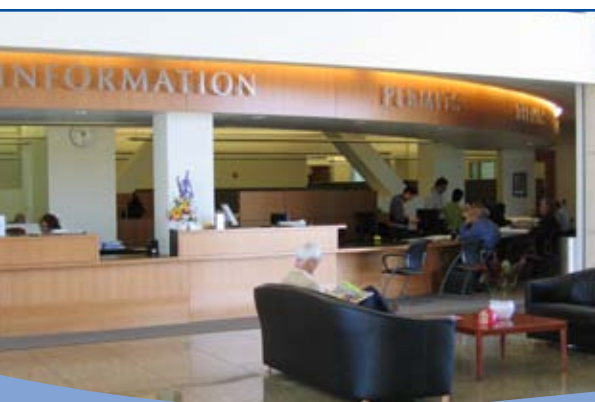
The City Council makes the ultimate planning and policy decisions for residents, and oversees the City's \$120 million budget with 320 full-time employees. There are 16 advisory commissions on which residents can participate – the Planning Commission, Arts Commission, Youth Advisory Commission, Library Advisory Commission and Senior Advisory Commission to name just a few.

Issues challenging most commissions and City Councils these days are development, quality of life, and how to streamline traffic bottlenecks that plague this region at commute times.

For a wealth of additional information on the City of Milpitas, both the community and the organization, please visit the City's website at [www.ci.milpitas.ca.gov](http://www.ci.milpitas.ca.gov).

## THE DEPARTMENT

The Public Works Department is committed to enhancing the quality of life for the city's residents and ensuring public health and safety in the community by providing quality



and responsive service and resources to operate the city's infrastructure in a safe, timely and efficient manner. Functions include Public Works Administration, Street Maintenance, Utility Maintenance, Trees and Landscape Maintenance, Fleet Maintenance and Facilities Maintenance.

With a full time staff of 46 funded positions and a departmental budget of \$10.9 million, the Public Works Department:

- Is responsible for the operation, maintenance, cleaning, and repair of City infrastructure and equipment assets. Responds to approximately 3,000 customer service requests annually.
- Maintains the city's traffic signal system, traffic signs, street lights, paved roadways, and pavement markings.
- Provides street sweeping and sidewalk cleaning and repair.
- Operates and maintains the water distribution system, including 213 miles of water lines, four pumping stations, five storage reservoirs, and numerous pressure valves regulating seven pressure zones, to deliver 11 million gallons per day of potable water to 19,000 accounts.
- Operates and maintains the sewer collection system, including 179 miles of sewer lines and two pumping stations to discharge 8 million gallons per day to the San Jose/Santa Clara Water Pollution Control Plant.
- Operates and maintains the storm water collection system, including 110 miles of storm pipe and 13 pump stations.

- Marks out locations of City's underground utilities (water, sewer, storm water, and traffic communication fiber).
- Provides park maintenance for playgrounds, picnic areas, athletic fields, pathways, landscaping, park restrooms, park trees, lagoons, and parking lots.
- Maintains streetscape of 12,480 trees and 125 acres of median landscaping.
- Maintains and repairs City vehicles and motorized equipment including police vehicles, fire apparatus, construction equipment, mowers, and communication radios.
- Maintains City buildings and grounds, including building systems (plumbing; electrical; heating; air conditioning; and ventilation; and backup power).

## THE POSITION

The Public Works Director reports directly to the City Manager and is one of the key members in the City's executive leadership team. S/he must be honest, loyal, innovative, solution oriented, with superior interpersonal skills and the ability to communicate easily with a variety of audiences both in and outside the organization.

The new Director will be a leader who is collaborative, decisive, creative and progressive and will bring a "can-do" attitude to city-wide problems. The

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new Director will also have the ability to manage the diverse day-to-day activities of the department while at the same time looking to the future to anticipate trends or activities that will impact the Department or City. S/he will practice the management style of getting out and meeting and interacting with staff on a regular basis, being visible and approachable throughout the wide variety of work sites, yards and facilities within the city.

Milpitas is a full-service city, and the ideal candidate will have a significant breadth and depth of municipal public works experience across a wide variety of functions. Current department employees are looking for a strong leader with a command presence who will advocate for the Department, one who will at times roll up their sleeves and pitch in to help get the work done.



A Bachelor's degree in civil or structural engineering, engineering, public administration or a related field from an accredited college or university is required, Master's degree desirable. Also required is seven years of increasingly responsible public works management experience, three years of which include working in a public sector environment and two years of supervisory experience which includes some area relating to public facilities maintenance, building construction and equipment maintenance, oversight involving the design and construction of a variety of public works projects as well as public facilities maintenance, building construction and/or

equipment maintenance. Possession and maintenance of a current certificate of registration as a professional civil engineer in the State of California is a desirable qualification.

of Public Works Director, successful completion of a thorough background investigation, reference checks, medical exam and possible site visit by representatives of the City of Milpitas.

### THE COMPENSATION

The salary range for this outstanding opportunity is from \$152,199 to



### SEARCH SCHEDULE

Closing Deadline .....	April 13, 2015
Preliminary Interviews.....	April 15 through April 27, 2015
Recommendation of Candidates.....	April 29, 2015
Finalist Interview Process .....	May 8, 2015

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.



\$185,000 depending on qualifications. In addition, the City offers an excellent benefit package that includes membership in PERS (2% at 60 or 2% at 62 – three year average salary); Calpers Medical Plans, vision, life, short and long-term disability insurance, dental coverage, \$75/month deferred compensation-employer's contribution, Section 125 flexible spending plan and competitive leave benefits.

### THE CRITERIA

Appointment will be based on best fit, competency, education, training and experience as it relates to the position

### THE RECRUITMENT PROCESS

To apply for this outstanding career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney  
[apply@peckhamandmckenney.com](mailto:apply@peckhamandmckenney.com)

Resumes are acknowledged within two business days. Call Phil McKenney toll-free at (866) 912-1919 for more information.



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